

Employer Social Charges			13/10/2017	
EURO/USD	USD 1.20	JPY/USD	0.01	
AUD/USD	USD 0.73	GBP/USD	1.30	
Country	MONTHLY SALARY	Mandatory Employer Social Charges %	Employer Social Charges Total	Comment
Pays	Salaire Brut Mensuel	Charges patronales obligatoires %	Charges patronales totales	
Albania	\$4,500.00	16.70%	\$218	
Algeria	\$4,500.00	28.00%	\$1,260	
Angola	\$4,500.00	20.7500%	\$933.75	Social charges include 1.5 months per year of service. One month deposit needed.
Argentina	\$4,500.00	24.00%	\$ 1,080.00	\$60 local bank fees one month deposit needed
Australia	\$4,500.00	17.95%	\$808	1) One time set up fee equal to 1 month fee will be applied. 2) Annual wage report is USD150 per year.
Austria	\$4,500.00	31.25%	\$1,406	Parts of Social charges capped at a maximum salary
Belize	\$4,500.00	2.00%	\$90	
Belgium	\$4,500.00	35.00%	\$1,575	
Bangaldesh	\$4,500.00	11.00%	\$495	SOCIAL CHARGES INCLUDES 10% END OF SERVICE INDEMNITY
Bolivia	\$4,500.00	14.00%	\$630	

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Bosnia	\$4,500.00	32.00%	€1,440	
Bulgaria	\$4,500.00	18.50%	\$208.10	
Brazil	\$4,500.00	68.00%	\$3,060	VAT on everything
Cambodia	\$4,500.00	6.00%	\$270	VAT on everything social charges negligible but there is a 5% end of service indemnity.
Canada	\$4,500.00	12.00%	\$1,031	
Cape Verde	\$4,500.00	15.00%	\$675	
Chad	\$4,500.00	22.50%	\$1,013	Employer social charges have a cap of F CFA 500 000/employee
Chile	\$4,500.00	13.00%	\$1,013	VAT on the fee only
China	\$4,500.00	45.00%	\$1,031	There is a cap of contribution base around CNY14200, so that the total social charges will be around CNY6390, USD1030.68
Colombia	\$4,500.00	30.02%	\$1,351	\$60 local bank fees one month deposit needed
CONGO DRC	\$4,500.00	22.30%	\$1,004	One time set up equal to one months charges plus Euro450 per year for annual charges
Congo - Brazzaville	\$4,500.00	27.70%	\$1,247	One time set up equal to one months charges plus Euro450 per year for annual charges
Costa Rica	\$4,500.00	28.34%	\$1,275	Provision for severance pay is 5.33% of salary
Cote d'Ivoire	\$4,500.00	24.00%	\$1,080	One time set up equal to one months charges plus Euro450 per year for annual charges
Croatia	\$4,500.00	17.50%	\$788	The employer social charge of 17.2% applies to all remuneration levels.
Cyprus	\$4,500.00	12.50%	\$563	
Czech Republic	\$4,500.00	42.00%	\$1,890	
Denmark	\$4,500.00	1.00%	\$18	Include end of service accrual TFR

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DUBAI/Abu Dhabi	\$4,500.00	12.50%	\$746	Social charge figure includes Allianz medical cover -- normally provided at AED1200 per month per employee.
Egypt	\$4,500.00	3.00%	\$135	
Estonia	\$4,500.00	33.00%	\$1,669	
Finland	\$4,500.00	24.50%	\$1,103	
France	\$4,500.00	48.00%	\$2,160	
Germany	\$4,500.00	22.05%	\$992	Maximum salary for social security = Euro 71,400 per year. Monthly fee for Germany – EAFS = Euro350 per month
Ghana	\$4,500.00	13.00%	\$585	
Greece	\$4,500.00	28.60%	\$1,585	
Guatemala	\$4,500.00	12.67%	\$570	
Guinea	\$4,500.00	24.00%	\$1,080	
Hong Kong	\$4,500.00	5.00%	\$161	
Hong Kong Alternative)	\$4,500.00	5.00%	\$225	
Hungary	\$4,500.00	23.50%	\$1,058	
Iceland	\$4,500.00	16.80%	\$756	
India	\$4,500.00	13.80%	\$248	See Comments Tab-Provident fund based on basic calary which is only 40% of total gross salary
Indonesia	\$4,500.00	3.00%	\$135	Annual wage report is USD200 per year.
Ireland	\$4,500.00	10.75%	\$484	
Italy	\$4,500.00	41.12%	\$740	Includes end of service accrual TFR
Kenya	\$4,500.00	8.50%	\$153	
Japan	\$4,500.00	15.00%	\$675	
Kosova	\$4,500.00	5.00%	\$225	
Korea	\$4,500.00	10.00%	\$450	One time set up fee equal to 1 month fee will be applied.2) Annual wage report is USD200 per year.

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Latvia	\$4,500.00	24.10%	\$1,085	
Lebanon	\$4,500.00	8.50%	\$383	
Lithuania	\$4,500.00	32.00%	\$1,440	
Luxembourg	\$4,500.00	15.00%	\$675	
Macedonia	\$4,500.00			
Madagascar				
	\$4,500.00	18.00%	\$75	
Mali	\$4,500.00	28.50%	\$1,283	
Malaysia	\$4,500.00	15.00%	\$850	One time set up fee equal to 1 month fee will be applied.2) Annual wage report is USD200 per year.
Malaysia alternative	\$4,500.00	13.00%	\$575	
Malawi	\$4,500.00	10.73%	\$483	
Malta	\$4,500.00	7.50%	\$338	Employers social security is calculated 10% of Gross Salary to a maximum of €43.85 per week (weeks in a month are decided by the number of Monday's in each month.
Mexico	\$4,500.00	26.80%	\$1,206	
Montenegro	\$4,500.00	23.90%	\$1,076	
Morocco	\$4,500.00	26.80%	\$1,206	
Mozambique	\$4,500.00	5.50%	\$248	
Netherlands	\$4,500.00	21.20%	\$954	
New Zealand	\$4,500.00	6.50%	\$293	
Namibia	\$4,500.00	0.90%	\$41	
Niger	\$4,500.00	16.90%	\$761	NET SALARY MEDICAL EXPENSES Compensation CP TAP 3% Precariousness indemnity 15% Total gross salary Fees Management CABINET 15% VAT on management fees 19% Total Expenses
Norway	\$4,500.00	14.10%	€635	
Paraguay	\$4,500.00	24.00%	\$1,080	
Pakistan	\$4,500.00	4.00%	\$180	
Papua New Guinea	\$4,500.00	12.00%	\$540	
Puerto Rico	\$4,500.00	7.50%	\$338	

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Poland	\$4,500.00	20.60%	\$927	Portions of the Employer Social Charges are levied on remuneration only up to a limit of PLN127,890 per annum but other social charges are levied on all remuneration.
Portugal	\$4,500.00	23.75%	\$1,069	
Romania	\$4,500.00	28.00%	\$1,260	
Russia	\$4,500.00	17.00%	\$765	
Saudi Arabia	\$4,500.00	12.35%	\$556	Social charge includes 8.33% end of service charge. The extra charges include annual ticket home, medical insurance, visa renewal fees and air ticket
Senegal	\$4,500.00	4.00%	\$180	
Sierra Leone	\$4,500.00	10.00%	\$450	
Singapore (Alternative)	\$4,500.00	18.00%	\$810	
Slovakia	\$4,500.00	35.00%	\$1,575	
Slovenia	\$4,500.00	16.04%	\$722	Other costs are meal allowances plus vacation allowance based on 70% of the monthly average wage in Slovenia .
South Africa	\$4,500.00	5.00%	\$225	One time set up fee equal to 1 month fee will be applied.2) Annual wage report is USD200 per year.
South Korea	\$4,500.00	10.00%	\$450	
Spain	\$4,500.00	35.00%	\$1,313	In Spain by law an employee who is fired/made redundant/dies/retires is eligible for 33 days of termination indemnity per year of service. Euro 3751 per month is the limit for application of social charges

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Sweden	\$4,500.00	31.42%	\$1,414	No salary limit for social charges
Switzerland	\$4,500.00	19.97%	\$898	The pension portion of social charges can be limited to a salary of approx CHF58,000 per year.
Taiwan	\$4,500.00	19.00%	\$855	VAT on everything
Taiwan Alternative)	\$4,500.00	19.00%	\$855	VAT on Fee
Tanzania	\$4,500.00	13.00%	\$585	
Thailand	\$4,500.00	5.00%	\$21	Social charges limited to THB750 per month.End of year charge of \$300 per employee is included.VAT is added to salary+social charges+ the fe. VAT apply to total invoice including salary, our service and employer cost, except expense reimbursement claim.
Turkey	\$4,500.00	17.80%	\$801	VAT on the fee only
UAE LOCAL STAFF	\$4,500.00	12.50%	\$746	Allianz medical cover is normally provided at AED800 per month per employee but this is not mandatory
UAE Expats SEE SEPARATE SPREADSHEET	\$4,500.00		\$293	Allianz medical cover is normally provided at AED800 per month per employee but this is not mandatory
Uganda	\$4,500.00	10.00%	\$450	
UK	\$4,500.00	13.80%	\$621.00	
Ukraine	\$4,500.00	22.00%	\$5,822	Vat is applied on everything
United States	\$4,500.00	15.39%	\$693	
Vietnam	\$4,500.00	8.00%	\$360	